

S E C R E T

Approved For Release 2001/03/02 : CIA-RDP78-03092A000300150001-9  
MINUTES

CIA RETIREMENT BOARD MEETING

2:05 p.m., 31 January 1967

PRESENT:	Mr. Emmett D. Echols	- Chairman
	Mr. [REDACTED]	- DDP Member
25X1A9a	Mr. [REDACTED]	- DDI Member
	Dr. [REDACTED]	- DDS&T Member
	Mr. Alan M. Warfield	- DDS Member
	Mr. [REDACTED]	- Legal Adviser
25X1A9a	Miss [REDACTED]	- Technical Adviser
	Mr. [REDACTED]	- Finance Adviser
	Mrs. [REDACTED]	- Recording Secretary
	Mr. [REDACTED]	- Acting Executive Secretary

1. The minutes of the last meeting of the Board were reviewed and approved as presented.

2. The Board reviewed 29 cases of employees who had been nominated for designation as participants in the System, and 4 requests from participants for voluntary retirement. It took action as follows:

a. Recommended designation as participants of the following named employees with 15 or more years of Agency service, provided they would elect to remain in the System if so designated:

25X1A9a

[REDACTED]

b. Recommended designation as participants of the following named employees who will complete 15 years of Agency service on the dates indicated:

25X1A9a

[REDACTED]	-	22 March 1967
[REDACTED]	-	1 March 1967
[REDACTED]	-	16 June 1967

c. Recommended the following named employees with 5 or more years of Agency service for designation as participants in the System:

25X1A9a

[REDACTED]

S E C R E T

Approved For Release 2001/03/02 : CIA-RDP78-03092A000300150001-9



S E C R E T

Approved For Release 2001/03/02 : CIA-RDP78-03092A000300150001-9

25X1A9a

d. Recommended approval of the requests for voluntary retirement received from the following named participants:

Effective Date

25X1A9a

31 July 1967  
30 April 1967  
30 April 1967  
31 March 1967

3. Mr. Warfield requested that a chart be prepared showing a breakdown of the annuity increases effective if the current proposed legislation is enacted, as well as showing the increases which will become effective if the legislation is not enacted.

25X1A9a

4. The chairman read to the Board the revised memorandum proposing the voluntary retirement of Mr. [REDACTED]. This memorandum was accepted by the Board.

5. The Chairman informed the Board that new call-up listings, of those employees who had met the age and years of Agency service criteria by 31 December 1966, had been distributed to the Career Services. These lists contained a total of 155 names.

6. The meeting adjourned at 2:35 p.m.

25X1A9a

[REDACTED]  
Acting Executive Secretary

S E C R E T

Approved For Release 2001/03/02 : CIA-RDP78-03092A000300150001-9

SECRET

. . . . The 53rd meeting of the CIA RETIREMENT BOARD  
convened at 2:05 p.m. on Tuesday, 31 January 1967, with the following present:

25X1A9a Mr. Emmett D. Echols, Chairman  
Mr. [REDACTED], DDP Member  
Mr. [REDACTED], DI Member  
Dr. [REDACTED], DS&T Member  
Mr. Alan M. Warfield, DDS Member  
25X1A9a Mr. [REDACTED], Legal Adviser  
Miss [REDACTED], Technical Adviser  
Mr. [REDACTED], Finance Adviser  
Mr. [REDACTED], Executive Secretary  
Mrs. [REDACTED], Recording Secretary

MR. ECHOLS: Would you first take a look at the Minutes of  
the last meeting, and give me any additions or corrections? 25X1A9a

MR. WARFIELD: Just a comment on Item 3. Mr. [REDACTED]  
presentation wasn't too clear -- or at least it wasn't to me - it was very  
complex -- and I was asked the direct question by someone: Do I under-  
stand that if you retire before the 1st of April you get this additional 12%?  
And I said, "I don't think that's the way I heard it." 25X1A9a

MISS [REDACTED]: If nothing happens on our legislation before  
the 1st of April, the people who were on the annuitant rolls as of 1 January 1967  
get - I can't remember whether it was 3.9 or 4.9% --

MR. [REDACTED]: 4.9%. 25X1A9a

MR. ECHOLS: This was the cost-of-living increase.

MR. WARFIELD: Would it be possible to do a little chart  
showing what would happen if we get what we ask for, and what would happen if  
we don't? Because that presentation left me up in the air. 25X1A9a

MISS [REDACTED]: If we don't get our legislation through, what  
happens; and then, if we do, then it breaks down into the people who are on the  
annuity rolls as of 1 January '66 and those on the rolls as of 1 January '67.

MR. WARFIELD: If it wouldn't be too much trouble, I  
think that would be very helpful. 25X1A9a

MR. [REDACTED]: I would suggest it's not going to be that

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

**SECRET**

simple. It's not a simple subject. That chart is about as simple as you're going to get it.

25X1A9a

MR. ECHOLS: Although I will say I have seen Mr. [REDACTED] present the same material more clearly and more effectively before.

25X1A9a

MR. [REDACTED]: Because you have a change in dates for each category. Just very quickly, under our present system if nothing happens between now and April the only people who are going to be affected are those who retired prior to 1 January 1966, and they will get the increase that was effective 31 December 1966 but they will not be paid that increase until 1 April. No other retirees will receive anything at this point. Then next year, 1 April 1968, those who retire prior to 1 April 1967, .... would include those retired prior to 1 January 1966, would again get whatever increase is computed prior to .....

25X1A9a

MISS [REDACTED]: Joe, without trying to be perspective, we can state simply what we know will happen now, and we can make a more complicated paragraph out of what might happen in the future--

25X1A9a

MR. [REDACTED]: What we've got now if nothing happens.

MR. ECHOLS: Let me add this, that under the Daniels Bill people had a perspective date that if they retired before that they could get the increase, and we had thought very seriously of asking for an equivalent, forward effective date which would give people the type of option we're talking about, of deciding to retire in order to get the increase, or of not retiring. The decision has been made not to seek a perspective date, but, rather, to use these established dates that have already been established.

MR. WARFIELD: Immediately we have a simplification--

MR. ECHOLS: I might say, John Warner and I briefed Red White on this yesterday and he agreed with our going forward with this current legislation on these established dates, so, in effect, we get exactly what the Civil Service got, and the Foreign Service is going to get, on the same effective dates, and we will be in phase with them, so we won't complicate our

**SECRET**

**SECRET**

lives. Now it all depends on whether our bill is passed prior to 1 April, otherwise we have to go through this interim adjustment and change the language around to make it again in phase. It would be just more complicated.

MR. WARFIELD: Okay.

25X1A9a

MR. [REDACTED]: Emmett, did you and John Warner have some discussion on paragraphs 3 and 4 of these Minutes? No change, of course, in paragraph 3 -- that's just a plain statement.

MR. ECHOLS: On paragraph 4, I'd like to read to you what I did. And this hasn't gone forward yet. I hate to interrupt our handling the Minutes, but it might help you to accept this paragraph if we do. On the memorandum proposing the voluntary retirement of [REDACTED] I have rewritten two paragraphs, as follows. (Mr. Echols then read these paragraphs to the Board.)

25X1A9a

Is that acceptable?

25X1A9a

MR. [REDACTED]: Why do we put it that it will be to his benefit?

I mean, is there any particular reason why?

MR. ECHOLS: The mutual interest that does occur. He is agreeable to it. In other words, we are not going to have a cause celebre on our hands if he retires. We have his signed request for it.

25X1A9a

MR. [REDACTED]: If I might ask a question, Emmett, weren't we going to look at his actual Headquarters service?

MR. ECHOLS: We did. That is what I have just cited here.

25X1A9a

MR. [REDACTED]: Didn't that turn out to be pure instructional?

25X1A9a

MISS [REDACTED]: No, we're setting aside the time he spent in the Office of Training in the Intelligence School--

MR. ECHOLS: We have set aside - haven't even looked at this general Training duty -- but, rather, only his duty for the Clandestine Services.

25X1A9a

MR. [REDACTED]: But the major change is going back to 11, rather than 11(c), as stated here in the two paragraphs.

**SECRET**

**SECRET**

MR. ECHOLS: So, if that is agreeable, I'd like to shoot  
this forward. 25X1A9a

DR. [REDACTED]: I made a little note on my copy of the memorandum  
about the case that would suggest that all we were going to do in paragraph 4 of the  
Minutes was note that the Board found Mr. [REDACTED] "had performed the necessary  
qualifying service", or something like that, there being some objection to  
trying to specify which of the 60 months-- 25X1A9a

MR. ECHOLS: The Board found that Mr. [REDACTED] had  
performed the 60 months of qualifying service-- 25X1A9a

DR. [REDACTED]: I'm referring to the Minutes where it says  
he has performed 60 months of qualifying service--

MR. ECHOLS: It has to be 60 or more-- 25X1A9a

DR. [REDACTED]: We just put it in terms of "the required  
qualifying service" -- that was the way my notes came out. 25X1A9a

MISS [REDACTED]: That change wouldn't affect anything. The  
minimum requirement is 60 months. 25X1A9a

DR. [REDACTED]: What we were thinking was that we didn't  
want to get into the business of picking out the 60 that were actually the  
qualifying--

MR. ECHOLS: The record does prove that there were at  
least 60 months of duty with the Clandestine Services' intelligence activities.

DR. [REDACTED]: I have no objection. 25X1A9a

MR. ECHOLS: Any other changes? or any additions or  
corrections to the Minutes? 25X1A9a

MR. [REDACTED]: Does that mean you only say paragraph 11  
and strike the (c)? 25X1A9a

MISS [REDACTED]: We did.

MR. [REDACTED]: That was my original question.

MR. ECHOLS: Are the Minutes otherwise acceptable?

Okay, we will accept the Minutes as presented.

**SECRET**

**SECRET**

In Category A today we have 17 cases.

25X1A9a

25X1A9a

MR. [REDACTED]: Mr. Chairman, I looked into the [REDACTED] case,

since he's an OCR man now, and his entire record doesn't show, and I find that

apart from having qualified here, he is in the [REDACTED]

FOIAb3b1

which often provides linguists in the field, so that while he not only has performed

his 60 months, it's not unlikely that he may go again, even though he has changed

over to DD/I.

25X1A9a

DR. [REDACTED]: I move this group be designated.

25X1A9a

MR. [REDACTED]: Second.

. . . . This motion was then passed . . . .

MR. ECHOLS: In Group B, three cases.

25X1A9a

MR. [REDACTED]: I move Group B be designated.

25X1A9a

DR. [REDACTED]: Second.

. . . . This motion was then passed . . . .

MR. ECHOLS: Group C, nine cases for initial designation.

25X1A9a

MR. [REDACTED]: Mr. Chairman, I have reviewed

these, and move that these be designated as participants in the System.

25X1A9a

MR. [REDACTED]: Second.

. . . . This motion was then passed . . . .

MR. ECHOLS: Category D, four applications for retirement.

In each case the request has been endorsed by the Head of the Career Service

and is of record -- and they all meet the critical 60-month requirement. Any

discussion desired on any of these cases?

Jim, is there any great loss in these people that is

going to hurt--

**SECRET**

**SECRET**

MR. [REDACTED]: No. [REDACTED]

25X1A9a  
25X1A9a  
25X1A9a

[REDACTED] have gone over all of these cases and both conveyed to me their proxy, with an affirmative vote in each case -- so I move that their applications for retirement under the Act be approved.

MR. [REDACTED]: Second.

25X1A9a

. . . . This motion was then passed . . . .

MR. ECHOLS: I have a little piece of new business here.

We have the new call-up listings of those who are eligible as of 30 January for consideration. They have been distributed to the major components. There are 155 names on the list, so it's not going to be much of a chore, in all probability, to go through this list very quickly -- which makes me think that very possibly quarterly meetings, or once a month anyhow, will be adequate.

25X1A9a

MR. [REDACTED]: Are these people that are now coming into the System for the first time -- people that have had what? three years of service? In what age group are they, roughly?

MR. ECHOLS: You have to be 25 or over, and the regulation says three years of service--

25X1A9a

MR. [REDACTED]: This reflects about what will be the annual intake into the System?

25X1A9a

MR. [REDACTED]: These people run all ages and all numbers of years of service -- because some were contract employees who came back on board, and some had resigned but came back, and some on maternity leave came back. We have some 15-year ones in here, too.

MR. ECHOLS: And as far as our original workload, as of January 31st there are 27 cases that are in staff processing -- so we have almost done the job.

25X1A9a

MR. [REDACTED]: Does this include, Mr. Chairman, those that applied for retirement and have been approved but haven't actually left? Is

**SECRET**



**SECRET**

that kind of case included in those 27 you're talking about?

MR. ECHOLS: No, these are cases we haven't considered yet, where there is still some paperwork being done - verification by Finance, or just processing-- 25X1A9a

MR. [REDACTED]: Where do statistics reflect this kind of case that I'm talking about, where the Board or the Director has acted on it? Our last record shows January, 1966--

MR. ECHOLS: You mean retirement record? - here is a record of our retirements, voluntary and mandatory disability-- 25X1A9a

MR. [REDACTED]: But not everybody's name is on that--

MR. ECHOLS: These are pending retirement -- approved, but pending-- 25X1A9a

MR. [REDACTED]: That is what I was looking for - how that gets reflected in the statistics. 25X1A9a

MISS [REDACTED]: We put them on as soon as they're approved, even though (the retirement date) hasn't been agreed upon yet. 25X1A9a

MR. [REDACTED]: I just wondered whether they were reflected in the statistics on the preceding page.

MR. ECHOLS: No. We could have "approved retirements - pending effective dates" or something like that. 25X1A9a

MR. [REDACTED]: Yes, just to tidy up the record.

MR. ECHOLS: Any other new business? (No response.) If not, our next meeting will be two weeks from today. 25X9A2

MR. WARFIELD: We had [REDACTED] and some cases to do -- and that was the original workload. Now, what has happened after that--

MR. ECHOLS: With the exception of these 27 cases that are in house, [REDACTED] have been taken care of. 25X9A2

MR. WARFIELD: All right -- but these 150 cases you say are coming up--

MR. ECHOLS: They are new cases--

**SECRET**

MR. WARFIELD: And that is the total? There aren't anymore eligible?

MR. ECHOLS: New cases of people entering the zone of eligibility. Of course, every day there will be another person, probably--

MR. WARFIELD: There have only been 150 cases since we established this original workload?


MR. ECHOLS: Well, we actually embraced in our original workload some people who weren't quite eligible at the time. I guess we have already looked at some of them. I should imagine that every year maybe some 500 people will come up for consideration -- but for most of them it will be just bing! bing! bing!

MR. WARFIELD: Emmett, do I understand you are saying from here on out we can get by with one meeting a month?

MR. ECHOLS: I would certainly think so.

MR. WARFIELD: Could we establish the monthly date--

MR. ECHOLS: Well, I would sort of like to get these remaining 27 off before I say we've done the whole job, the first time around. I don't care what date in the month you want to have it -- and I don't know whether we even need a monthly meeting. 25X1A9a

 Mr. Chairman -- you know, we have a skeleton in the closet. This is the review procedure for people at the end of the five and the 10 years. We haven't touched this yet. And there remains the question of whether we should not seek a change in the language of the Regulation which would give us greater flexibility to handle the problem that we identified in our original discussions.

MR. ECHOLS: On the reviews, Jim, we won't have any problem or any work to do until five years after the initial designation. So we won't even get to that problem, to see what the magnitude of it is, until let's say three to four years from now. It's my own hunch that when we finally do get to that review the problem is going to be almost non-existent.

**SECRET**

**SECRET**

25X1A9a

MR. [REDACTED]: Really?

MR. ECHOLS: Yes. I think most of the people will have the 60 months. But I'm just speculating now--

MR. WARFIELD: Emmett, it's not based on Agency service -- it's not five years from date of appointment--

MR. ECHOLS: The five and ten years are from date of designation, and the 15 year review is after 15 years of Agency service -- which in some cases could come before the 10 year review, so this is probably going to be the (more important) group.

25X1A9a

MR. [REDACTED]: I can't say at what meeting it was but at one of the Board meetings this Board said they would only be interested in reviewing at the 15 year point those cases where it was intended to use domestic qualifying service as part of that 60 months--

MR. ECHOLS: They all have to be reviewed at 15 years--

25X1A9a

MR. [REDACTED]: By the Head of the Career Service and then by you--

MR. ECHOLS: Oh, your point is this, that the Board at some meeting indicated they did not wish to look at the 15 year review cases, but, rather, leaving it up to the Career Service and the staff and Chairman of the Board--

MR. WARFIELD: But if the qualifying service is other than foreign service--

25X1A9a

MR. [REDACTED]: Then the Board did want to look at it.

MR. ECHOLS: Yes, with that exception.

25X1A9a

MISS [REDACTED]: And also the rule that any case that includes domestic service had to be informally checked out through Col. White, I think with Mr. Helms--

MR. ECHOLS: Yes, I think I did report to the Board that the Executive Director said the Director wanted to have a prior look at any case

**SECRET**

**SECRET**

involving other than overseas service.

MR. [REDACTED]

Mr. Chairman, I move that we

25X1A9a

adjourn.

. . . . The meeting adjourned at 2:35 p.m. . . . .

**SECRET**